



**Voyageur Academy
Proposed Meeting Minutes
Tuesday, June 19, 2018
6:35pm**



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**Mission
Statement:**

The mission of the **Voyageur School District** is to prepare students to be **College Ready and College Bound**. This mission will be achieved through the foundational pillars of Discipline, Focus, and Hard

Work; and the Sustenance pillars of Perseverance and Character.

Board of Directors:

Curtis Wade
Barbara Smith
Minika Benning
Anita T. Gibbs
Monique Sharpe

- I. Call to Order and Roll Call 6:35 pm**
Board Members Present: C. Wade, B. Smith, M. Benning, A. Gibbs
Absent: A. Andrews, G. Santiago-Romero
Voyageur: K. Pressley, W. Pickens, T. Lancaster, N. Rosario
Promise Schools: D. North, M. Hamman, J. Linne, A. Brown
FSU: P. Robinson
- II. Public Comment (limited to agenda items only)**
None
- III. Approval of Agenda**
Motion to Approve Changes
B. Smith
Second: M. Benning
Yays: 4
Nays: 0
- IV. Reading of the Mission, Vision, and Core Values Statement**
Read by Board Member M. Benning
- V. Consent Calendar**
 - a. May 15, 2018 Board Meeting Minutes**
Motion by B. Smith
Second M. Benning
Yays: 4
Nays: 0
- VI. Correspondence**
 - a. Approval of TRG Contract from CSO**
- VII. Treasurer's Report (10 minutes)**
 - a. Ratification of Prior Month Expenses**
Read by Board Treasurer B. Smith
Working on aged payables for Triumph Transportation. Terri will do a stop payment on the 3 outstanding checks and reissue new checks and ask the company to come and pick them up.
Motion to approve: M. Benning
Second: A. Gibbs
Yays: 4
Nays: 0
 - b. 2017-18 Amended Budget**

Motion: M. Benning

Second: A. Gibbs

Yays: 4

Nays: 0

c. 2018-19 Budget Resolution

Motion to approve: B. Smith

Second: A. Gibbs

Yays: 4

Nays: 0

VIII. Technology Report (5 minutes)

Report completed by Nelson Rosario

Motion to have all assets submitted by all staff, new equipment agreements will be released and signed: M. Benning

Second: B. Smith

Yays: 4

Nays: 0

IX. Business/Management Report

a. School Leader Reports (20 minutes)

**i. Voyageur Academy ES School Leader
Report/Monthly Dashboard**

Teachers worked really hard to get the growth in their classrooms. The growth is higher than prior years with the NWEA scores. Adam shared the growth at the K-5 and framed within the authorizer goals. The reading goal was achieved in 4 out of 6 grades and in Math 5 out of 5 grades. A total of 9 out of 12 grades achieved. That level of growth in that many grade levels shows the growth this year has exceeded growth rates from prior years. Principal Pressley: that being said, these teachers worked hard and stayed all year long to get the results for their students. They hit their scores and did everything they could to meet their targets. In the midst of all of this they waited to find jobs. They had no choice due to the late decision. Some aren't coming back but, they should get their bonuses because they worked really hard. They deserve it and TRG is not responsible for the growth and if teachers do not return with the new company, they still deserve their bonuses.

**ii. Voyageur Academy MS School Leader
Report/Monthly Dashboard**

Report by Will Pickens: In Spring the growth was only met in 3 areas. Regarding staffing, there are 3 vacancies for the fall, Jr. prom, Cedar Point and graduation occurred.

**iii. Voyageur College Prep High School Leader
Report/Monthly Dashboard**

Report submitted electronically by J. Maxwell. Incoming principal Pamara Sanders handled the in-person report. Wins for 2018, 88 students graduated, 100% of the graduates have been accepted into 2 or 4 year universities. Only 5 positions out of 24 are filled at the high school, 19 openings and 2 have been filled. Interviews are in process, job postings are out and she's working with TRG to fill the positions.

Re-enrollment Report: Rod Atkins

Retention: 84% indicated yes in K-5, 59% indicated yes in 6-8, High School: 59% freshman, 55% sophomores, 92% juniors. 75% overall

b. Promise Schools (10 minutes)

i. Management Transition Items

M. Hamman: we have had a lot of turnover in the past and we take that bullet. When the RFP went out in December, we explained that we wanted to retain teachers and if people met the prior framework discussed, they would get their bonuses. These staff members stayed because they cared about the kids. We have been burned in the past because there were a couple of people who did not return in August. We translated what was discussed in the subcommittee meetings. Nothing was ever signed or agreed upon one way or the other by either party. This is why we are in the same predicament.

c. Ferris State University (10 minutes)

P. Robinson attended the graduation. It was great to see the alignment and support of the advisors and the students.

FSU received the ADVANCE ED Accreditation, FSU can now charter more schools in Detroit if they choose.

The teachers and staff are to be commended for the amount of achievement they've gained.

X. Old Business

a. Bridge loan

Spoke to Ron Rizzo and Chemical Bank regarding the MFA Loan and things are still on track.

XI. New Business

a. Bonuses

C. Wade: the bonuses were taken out of the budget because they were not academic in nature. A structure was designed to ensure they could retain teachers. According to Curtis the structure agreed upon stated only teachers who would return would be offered bonuses. That is the direction they're going in. 36 people who were bonus eligible and are coming back will receive their bonuses. The 19 people who were eligible and who decided not to accept an offer to return will not receive a bonus. The board stated they never agreed to give bonuses to staff who would not return in the fall.

Doreen Gemil, the mother of a teacher of this academy. Stood up with emotion and concern and gave a detailed report about the amount of time her daughter has put in at the academy. It is her belief her daughter should receive a bonus because she earned it.

Allison has been here for 3 years. She's been committed to her students and now she's going to grad school. She doesn't believe this should deny her a bonus.

The board will take cases under consideration but, they did not promise any teachers they would honor bonuses if teachers did not return in the fall. The board is disappointed that teachers were given a document with any information stating this. The board said they never agreed to this.

Melissa Helberg has been a teacher for 4 years at the school. She stated she sent questions to the board email in April. She received an email back from a board member on April 19th stating any agreement would be honored. Board Member C. Wade stated he was referring to a framework agreed upon with the academic subcommittee although, this agreement had not been voted on by the full board.

The current agreement the board is referencing was decided together offline. This agreement stated that bonuses would not be given to teachers who received offers from TRG and declined to return.

- b.** Annual Board Calendar
Motion to approve: M. Benning
Second: B. Smith
Yays: 4
Nays: 0
Motion passes.
- c.** Specialized Services Committee
None
- d.** Policy Committee
None
- e.** Budget Development Committee
None
- f.** Academic Excellence Committee
None
- g.** Proposed Transition Agreement
N/A
- h.** Approve Audit Engagement Letter
Motion to approve: M. Benning
Second: B. Smith
Yays: 4
Nays: 0
Motion Passes.
Motion to approve SIP: M. Benning
Second: B. Smith
Yays: 4
Nays: 0
Motion passes.
- i.** MHSAA Compliance:
Table this until Tuesday
- j.** Insurance RFP
Table until Tuesday special meeting
- k.** School Calendar
Motion: M. Benning
Second: B. Smith
Yays: 4
Nays: 0
Motion passes.

XII. Extended Public Comment (items not on agenda only).

Chrzan, is one of the 83% of the teachers not returning. Will not be leaving the students but, the building. Still plan to attend the board meeting. The board said they don't know why people are not leaving. But, he has some notes on why: State of Michigan has an 83% attrition rate for teachers. Teachers left because of the late response from the RFP. They had to make decisions because they didn't find out until April. People were unsure. He is leaving because of the leadership of the board.

He hopes we can figure out how to take some of this emotion out and make this smooth. We leave proud of what we've done here at Voyageur and we wish you all well.

XIII. Comments from the Board (items not relating to II and XII)

Curtis appreciates the board and so does Ferris. He's committed to make sure this school thrives going forward. They're here because of the incarceration rate for black young men.

XIV. Reconfirmation of Next Regular Board Meeting: Tuesday, July 17, 2018.

XV. Adjournment at 8:30 p.m.

Motion to adjourn: M. Benning
Second: A. Gibbs
Yays: 4
Nays: 0
Motion Passes

**Prepared by Danielle
North**_____

Reviewed by Gabriela Santiago-Romero

Approved by Curtis Wade

*Individuals wishing to address the Board of Directors under items II and XII above are requested to sign in with the Board Secretary prior to the start of the meeting. Individual comments are limited to no more than three (3) minutes each and a total time allowance not to exceed thirty (30) minutes. The Board will not verbally respond to public comments but may follow up in the most appropriate and time-effective manner.

*Complaints or concerns regarding Board members or school employees associated with the Academy shall first be addressed in writing and delivered to the Board President at least five (5) days prior to the Board meeting or such complaints or concerns shall not be heard by the Board. The Board will not verbally respond to public comments but may follow up in the most appropriate and time-effective manner.

This meeting is a meeting of the Board of Directors in public for the purpose of conducting the Academy's business and is not to be considered a public community meeting. There is a time for public comment during the meeting as indicated in the agenda.